



**MUSCLE: Mentoring Untenured Scholars
for Clinical and Legal Excellence**

The Puzzle

- How to support untenured legal scholars?
- How to grow their national reputations in their fields?

Professors

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The Argument: Mentoring

Empirical literature on mentoring shows that people who have been mentored report:
higher compensation,
more promotions,
greater career satisfaction, &
greater commitment

FINDINGS: Program evaluations collected 1 year later show that MUSCLE is achieving its goals.

- Versus 1 year ago, participants feel:
- 1) substantially better informed of the mentoring resources available to them within McKinney Law School & the IUPUI campus
 - 2) greater confidence that they know how to effectively cultivate a network of mentors to help
 - 3) they have the necessary resources to network
 - 4) substantially stronger relationships with their mentors after the MUSCLE intervention

Solution: MUSCLE Program

The MUSCLE program combines modest organized programming around mentoring with a \$1,500/year travel budget for participants to meet off-campus mentors

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Implications and Suggestions

- Mentoring should be prioritized in the future
- Resources should be allocated for a 2-year extension of the program given its success

